



Michigan
Talent Investment Agency
Department of Talent and Economic Development

WELCOME

2017 Employer Seminar



Office of Employer Ombudsman

Purpose

- Serve as a liaison between the Agency and it's employer customers
- Provide accurate, professional and timely assistance
- Address concerns within 3-5 business days
- Collection, Benefit, and Tax agents available to assist you and answer your questions in these areas as well as some MiWAM



Office of Employer Ombudsman

How can we assist you?

- Experiencing problems with your account, contact OEO as quickly as possible
- When calling OEO, the voicemail message will identify the approximate wait time
- If you are unable to wait on the phone, email us: OEO@michigan.gov
- When calling or emailing us, please have your employer number and letter identification number available.



Office of Employer Ombudsman

- Contact us toll free:
1-855-484-2636 or 1-855-4UIAOEO
- Email us:
OEO@michigan.gov
- If you wish to share your comments regarding the service provided by OEO, ask to speak with the Office of Employer Ombudsman manager.



Michigan
Talent Investment Agency
Department of Talent and Economic Development

Work Share

A Layoff Aversion Program for
Employers



What is Work Share?

- An option for employers to reduce employee hours instead of cutting the workforce.
- Preserve jobs and a trained workforce during economic declines by providing pro-rated benefits to workers who hours are reduced.
- Rather than being laid off, employees work a reduced number of hours and receive a portion of their potential weekly unemployment compensation based on the percentage of the reduction in hours.



Eligibility Requirements:

- Unemployment taxes must be current
- Experience account balance must have “positive reserve”
- Must have paid wages for 12 of the previous quarters



WORK-SHARE PLANS

To view details or modify an existing approved Work-Share plan, please select from the list below. To begin a new Work-Share plan application please click the button to the right.

Work-Share Plan
Application

Import

Cancel

WORK-SHARE PLAN APPLICATION EMPLOYEES

Welcome to the Michigan UIA Work-Share Application. You will be asked a series of questions to determine if your proposed Work-Share Plan can be approved by UIA. Confirmation of your approved plan, or an explanation of the reason(s) why your plan cannot be approved, will be sent to you today via a web notice after the application has been submitted. Please provide responses to the following questions and statements carefully.

What is the name of the work unit to be covered by your Plan?:

Required

Required

Required

Required

Required

How many employees work in the affected work unit?:

Are all employees in the unit covered by the proposed Work-Share Plan?:

What is your proposed start date of the Work-Share Plan?:

What is your proposed end date of the Work-Share Plan?:

Does your plan cover the entire 52-week plan period, or just certain weeks?:

Entire Plan Period ☐ Certain Weeks ☐

Is this Work-Share Plan application an amendment for a prior Work-Share Plan?

Yes ☐ No ☐

What is the percentage of work reduction proposed for this unit?:

Required

Please read the following carefully:

I will provide full and complete reports to the unemployment agency relating to the operation of this Work-Share plan as required by the unemployment agency.

I agree ☐ I disagree ☐

I will not hire new employees in, or transfer employees to, the work unit covered by this plan during the effective period of the Work-Share plan.

I agree ☐ I disagree ☐



Work Share, Manage Plan

WORK-SHARE PLANS

To view details or modify an existing approved Work-Share plan, please select from the list below. To begin a new Work-Share plan application please click the button to the right.

**Work-Share Plan
Application**

Filter

Plan Number	Unit Name	Reduction %	Begin	End	Status			
	REVENUE	45%	01-Feb-2015	05-Sep-2015	Approved	View Plan	File Certification	Terminate Plan





Work Share questions?

Call 844-967-5747

- Option 1 – employers interested in additional information about work share
- Option 2 – assistance with enrollment
- Option 3 – employers or claimants with questions about your active Work Share plans



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BENEFITS

UNDERSTANDING and PROTECTING YOUR RATE



Benefit Calculations

A contributing employer's state unemployment tax rate is based on the history of charges and unemployment tax payments. The key to controlling charges is understanding them and knowing how to avoid them:

- Understand how the claimant qualifies monetarily.
- Understand how the claimant can be disqualified or held ineligible and how to raise those issues if appropriate.



Benefit Calculations

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

The “Base Period” is normally the first 4, of the last 5, completed calendar quarters.



Benefit Calculations

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits. To determine if the claimant has been paid sufficient wages in the “Base Period” to qualify for benefits; two criteria must be met:

- Claimant must have “High Quarter” gross wages of at least \$3,298; and
- Claimant must have total gross Base Period wages of at least 1.5 times “High Quarter” gross wages

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
Emp A = \$2500	Emp A = \$2850 Emp B = \$1735	Emp B = \$2350 Emp C = \$500	Emp C = \$3500 Emp D = \$1500	Lag Quarter Emp D = \$500	Claim filed Emp D = \$150

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

If the claimant does not have sufficient wages in the standard “Base Period” to establish a claim, the Agency will check the wages in the claimant’s “**Alternate Base Period**,” which is the last 4 completed calendar quarters.



Benefit Calculations

If the claimant does not have sufficient wages in the Standard or Alternate “Base Periods” to establish a claim, the Agency will apply the “**Alternate Earnings Qualifier**” which requires 1) wages in at least 2 calendar quarters, *and* 2) the total gross base period wages of at least 20 x “State Average Weekly Wage” (20 x \$965.62 = \$19,312.40).

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed



Benefit Calculations

- Once the claimant has qualified for a claim based on Base Period wages, the Agency calculates the claimant's weekly benefit amount:
- The **gross, high quarter wage** is multiplied by **4.1%** (0.041). In addition, **\$6.00** is added for each claimed dependent, up to 5. Then the result is rounded down to the next lower dollar amount. That is the worker's weekly benefit amount. But the weekly benefit amount is capped by law at **\$362**.



Benefit Calculations

- Once the claimant's weekly benefit amount is calculated, the maximum number of weeks allowed on the regular state claim is calculated.
- The claimant's **total, gross wages in the base period** of the claim are multiplied by 43% (0.43), and the result is divided by the claimant's calculated weekly benefit amount.
- That result is then rounded down to the nearest $\frac{1}{2}$ number, and that is the number of weeks of benefits payable on the claim.
- But the minimum is set by law at 14 and the maximum at 20.



Benefit Calculations

Benefits are payable on a new claim within a 52-week period called a “Benefit Year.”





Benefit Calculations

How an employer's account is charged for benefits:

- “Last” (most recent) employer is charged 100% of the first 2 weeks of benefits, if that employer paid the claimant at least \$2,072 in gross wages in the claimant's last period of employment with that employer.
- Each Base Period employer is charged, beginning with week 3, the same percentage of the weekly benefit amount as the employer's percentage of Base Period wages.



Benefit Calculations

How an employer's account is charged for benefits:

Weekly Benefit Amount \$219
Number of Weeks 15.5

Employer Name	Base Period Wages	Separation Reason (reported by claimant)	Separating Employer Charge	Non-Charge Amount	Total Potential Maximum Charge to Account
THE PET SHOP	\$5,357.85	Fired	\$0.00	\$0.00	\$1,950.08
SPARKS BAKERY	\$2,764.63	Fired	\$438.00	\$0.00	\$1,444.43

Total Base Period Wages: \$8122.48

The Pet Shop percentage of base period wages: 65.96%

Weekly benefit rate multiplied by percentage of base period wages: \$144.45

Weekly percentage multiplied by number of weeks: \$1950.08

Sparks Bakery percentage of base period wages: 34.04%

Separating Employer is charged the first two weeks: \$438.00

Weekly benefit rate multiplied by percentage of base period wages: \$74.55

Weekly percentage multiplied by number of weeks: \$1444.43



MONETARY DETERMINATION

Dear SPARKS BAKERY,

JUDY DEVRIES's claim for unemployment insurance benefits was filed on 04/18/2016. The claim has been processed to determine if JUDY DEVRIES has met the requirements and is monetarily eligible to receive benefits.

It is determined that JUDY DEVRIES is able to establish a claim for unemployment benefits. The claimant meets the monetary requirements and is entitled to receive benefits as long as the claimant is not disqualified or held ineligible for other reasons.

The claimant's separation with you has been previously adjudicated. You were sent a determination which explained your protest rights. The separation cannot be protested from this monetary determination.

This determination

Claim Information

- Claimant Social Security number: 741-52-1111
- Benefit year begins (BYB): 04/03/2016
- Benefit year ends (BYE): 04/01/2017
- Weekly benefit amount: \$362.00. Figure based on high quarter wages of \$15,000.00
- Number of dependents: 0
- Number of weeks of benefits: 20.00
- Base period begins 01/01/2015 and ends 12/31/2015





Employer Name	Base Period Wages	Separation Reason (reported by claimant)	Separating Employer Charge	Non-Charge Amount	Total Potential Maximum Charge to Account
SPARKS BAKERY	\$30,000.00	Fired	\$724.00	\$0.00	\$7,240.00

Employer Charging Messages

- Total Potential Maximum Charge is the full amount charged to your account if the claimant is paid the full weeks of benefits (no earnings/remuneration to reduce any benefit payments and

Employer Charging Messages

- Total Potential Maximum Charge is the full amount charged to your account if the claimant is paid the full weeks of benefits (no earnings/remuneration to reduce any benefit payments and all weeks allowed are paid).
- Charges to your account are transferred to the Non-chargeable Benefit Account (NBA) effective 16-Mar-2014 because of a previous separation decision.
- Your account is not being charged effective 16-Mar-2014.

charged proportionally to the base period employers.

If your request for a redetermination or chargeability is received after the 30-day period, it will be denied unless you establish a good cause for failure to protest within the 30-day period.

How to Protest

- Protests must be made in writing. You can submit your protest on your MiWAM account, or mail or fax your protest to the UIA address listed on the front of this form.
- Clearly state the reason for disagreeing with the (re)determination.
- List the claimant's name and Social Security number.
- Include the company name and UIA account number.
- Provide supporting documentation to support your protest.

For assistance, call the Office of Employer Ombudsman at 1-855-484-2636 (TTY callers use 1-866-366-0004).



UIA 1575E
(Rev. 10-13)

Letter ID: L0000077455

Other Protests

In addition to specifically protesting this determination, you may also use the charts below to notify the UIA of any other circumstances regarding possible disqualification of ineligibility for benefits using the same "How to Protest" rules shown earlier.

Claimant Name: JON JAMES

Social Security Number: 333-55-1111

If you are making **special payments** to the claimant **after** the Benefit Year Beginning (BYB) date,

Additional Information:

Separation Information

The claimant indicated the separation reason with you as laid off. If you are reporting a different separation reason that is possibly disqualifying, please complete the information below. Check the box that applies to the claimant's separation with you.

☐ Discharged/Fired ☐ Voluntary Quit ☐ Voluntary Retirement ☐ Labor Dispute ☐ Other

If you are paying the claimant a **retirement pension**, complete the information below.

Monthly Amount	Effective Date	Date of First Payment

Check the box below that reflects the amount the claimant contributed to his/her retirement.

☐ Did not contribute ☐ Contributed less than 1/2 the cost ☐ Contributed 1/2 or more of cost

Additional Information:

Separation Information

The claimant indicated the separation reason with you as QUIT. You are being sent separate correspondence with fact-finding questions through your MiWAM account and/or a separate mailing. Please respond to those questions as requested.



Monetary Determinations

Home - My Accounts

Log Off

WELCOME! Please select a service or account listed below.

User Information: You are signed in as *THEPETSHOP*



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ALERTS



I WANT TO

_*0001

⚠ Outstanding Balance: \$3,280.03

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THE PET SHOP
3024 W GRAND BLVD
DETROIT MI 48202-6024

SUMMARY RECENT ITEMS MULTI-ACCOUNT SERVICES NAMES AND ADDRESSES



MY ACCOUNTS

More...

UI Tax

2105301 000

THE PET SHOP

3,280.03



UI TAX

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ACCOUNT ALERTS



I WANT TO

2105301 000

THE PET SHOP
3024 W GRAND BLVD
DETROIT MI 48202-6024

Outstanding Balance: \$3,280.03

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Home - My Accounts » Account: 2083902 000 » **Determinations/Decisions**

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Due to our recent upgrades, correspondence details are only available for letters issued on or after October 1, 2013

ISSUE FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

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Filter							
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		Misconduct - Poor Attendance	SUSAN ROOZEBOOM	***-**-1111		Pending Fact Finding - Add Additional Docs?	In Progress
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04/19/2016	L0029301428	Monetary (Re)Determination	STEVE SPARKS	***-**-1111		Determination Issued	File Protest
04/19/2016	L0029301242	Monetary (Re)Determination	SUSAN ROOZEBOOM	***-**-1111		Determination Issued	File Protest
04/19/2016	L0029301201	Monetary (Re)Determination	KRISTINE SPARKS	***-**-1111		Determination Issued	File Protest
04/19/2016		Misconduct - Poor Attendance	JUDY DEVRIES	***-**-1111		Issue Closed, Level 1	File Protest
04/19/2016		Voluntary Quit - Personal Reasons	STEVE SPARKS	***-**-1111		Issue Closed, Level 1	Not Adversely Affected

9 Rows



Monetary Determinations

Home - My Accounts » Account: 2083902 000 » **Determinations/Decisions**

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9 Rows



File Monetary Protest/Appeal

Are you protesting the separation reason only?

Yes

No

First Day Worked

Required



Required

Last Day Worked

Required



Separation Reason

Required



Separation Circumstance

Please Select the Separation Reason.

I wish to protest or appeal the (re)determination for the following reason(s). If you wish to attach supporting documentation, please see the instructions above.

Required

Cancel

Cancel



File Monetary Protest/Appeal

Attachment Instructions:

To add the attachment please click the 'Add' link at the top of the page.

To remove an unwanted attachment, click the red 'X' to the far right of the item in the attachment panel.

Once all attachments have been added, please click the 'Submit' button located to the upper or lower right.

Letter ID	L0036184432	Claimant Name	SUSAN ROOZEBOOM
Letter Sent	03/03/2017	Claimant SSN	***-**-1111

Is this protest related to ID Theft?

Yes

No

Required

Cancel

Cancel

Yes

No

Please encourage the individual to call our Fraud Hotline at 1-855-UI-CRIME (1-855-842-7463).

Please provide any additional information here. If you wish to supply supporting documentation, please see the instructions above.

Cancel

Cancel



Monetary Determinations

Benefits payable to the claimant in a week are reduced by the following kinds of payments:

- Earnings for services **performed in** the week (even if not paid during that week).
- Vacation pay, holiday pay, or severance pay **paid** in the week
- Vacation pay, holiday pay, or severance pay **allocated** by the employer **to** the week, even if not actually paid in that week.

To allocate *vacation pay* to a specific week(s), the employer must inform the claimant, in writing, before the last day of work prior to the period of allocation, of:

- 1) the fact of the allocation,
- 2) the period it will cover, and
- 3) the fact that the allocation could render the claimant ineligible for unemployment benefits for the week(s) of the allocation period.



Monetary Determinations

These payments reduce benefits using two rules:

- For every \$1.00 earned in a week (or received/allocated in the week, if vacation pay, holiday pay, or severance pay), unemployment benefits are reduced by 50¢.
- The combination of earnings and benefits payable in the week cannot exceed 1.5 times the claimant's weekly unemployment benefit amount.



Bulk Vacation, Holiday, and Bonus



UI TAX

2105301 000
THE PET SHOP
3024 W GRAND BLVD
DETROIT MI 48202-6024

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ACCOUNT ALERTS

Outstanding Balance: \$3,280.03



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Bulk Vacation, Holiday, and Bonus

Submitting bulk files:

- Allows you to give consistent answers for every employee without having to complete multiple fact finding questionnaires.
- Prevents you from receiving fact finding correspondence in the mail or in your MiWAM account.
- Helps the Agency to more quickly determine the effect of special payments on benefits and decreases the chance of a delay in benefit payments for your employees.

Home - My Accounts » Account: 2105301 000 » **Bulk Vacation, Holiday, Bonus**

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[View Vacation File Format](#)

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Import

Submit

Cancel

Cancel



Michigan
Talent Investment Agency
Department of Talent and Economic Development

Understand How the Claimant is Disqualified or Ineligible

DETERMINATIONS AND DECISIONS



Determinations and Decisions

Discharge, Firing, Misconduct

MES Act, Section 29(1)(b):

"[Misconduct in an unemployment compensation case is] ... **conduct evincing such willful or wanton disregard of an employer's interests as is found in deliberate violations or disregard of standards of behavior which the employer has the right to expect of his employee, or in carelessness or negligence of such degree or recurrence as to manifest equal culpability, wrongful intent or evil design, or to show an intentional and substantial disregard of the employer's interests or of the employee's duties and obligations to his employer.** On the other hand, mere inefficiency, unsatisfactory conduct, failure in good performance as the result of inability or incapacity, inadvertencies or ordinary negligence in isolated instances, or good-faith errors in judgment or discretion are not to be deemed 'misconduct' within the meaning of the [unemployment compensation] statute."



Determinations and Decisions

Discharge, Firing, Misconduct

- The “burden of proof” is on the employer to show:
 - “Misconduct” and
 - Connection with the work
- The discharge can be for a single, serious incident of misconduct (such as assault, theft, insubordination)
- The discharge can be for a series of incidents, no one of which would be misconduct but which, in the aggregate, can be considered misconduct. But the **final incident** in the series must show some degree of wrongdoing by the claimant to sustain disqualification.



Determinations and Decisions

Discharge, Firing, Misconduct

- A claimant who is disqualified cannot begin or continue to receive benefits from any employer until the claimant earns 17 times his/her weekly unemployment benefit amount (that is, “reworks”).
- If the claimant satisfies the rework, the account of the employer involved in the discharge will not be charged. Instead, the “Nonchargeable Benefits Account” is charged.



Determinations and Decisions

Voluntary Leaving, Quit

In voluntary leaving separations, the burden of proof is on the claimant to show either:

- Leaving was involuntary, or
 - provide medical evidence that continuing work would be injurious, and
 - unsuccessfully attempted to secure alternate work from employer, and
 - unsuccessfully attempt to secure leave of absence.
- Leaving was voluntary but with good cause attributable to the employer.



Determinations and Decisions

Voluntary Leaving, Quit

- Leaving was **voluntary**, but with good cause attributable to the employer.
- Claimant must show attempt to correct legitimate problem by bringing it to employer's attention, and must show problem was not corrected after reasonable time.



Determinations and Decisions

Voluntary Leaving, Quit

- A claimant who is disqualified cannot begin or continue to receive benefits from any employer until the claimant earns 12 times his/her weekly unemployment benefit amount (that is, “rework”).
- If the claimant satisfies the rework, the account of the employer involved in the quit will not be charged. Instead, the “Nonchargeable Benefits Account” is charged.



Determinations and Decisions

Fact Finding in MiWAM

ISSUE

FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

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9 Rows



Determinations and Decisions

Fact Finding in MiWAM

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ISSUE

FACT FINDING

Fact Finding	Status		ClaimantID	Claimant
Poor Attendance	Required	Add	***_**-1111	SUSAN ROOZEBOOM



Determinations and Decisions

QUESTIONNAIRE:

The original issue created was Poor Attendance. If this Issue is inaccurate, please update the Issue and Circumstance as appropriate.

Change Issue

Change Fact Finding

On what date was the claimant fired?

Required



Required

Who fired the claimant? Give name and title.

Name

Title

On what date did the incident which caused the firing occur?

Before the claimant was fired, did they receive any verbal or written warnings for the violation which caused their termination?

Yes

No

Did claimant give you proper notification of his absence or tardiness at the earliest possible time?

Yes

No

What was the reason for the claimant's last absence or tardiness?



Determinations and Decisions

Home - My Accounts » Account: 2083902 000 » Determinations/Decisions » **Nonmon Issue Followup Docs**

Help Log Off

Attachments

Add

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Submit Additional Documentation

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You must add at least one attachment.



Determinations and Decisions

Fact Finding in MiWAM

Attachments Add

Submit Cancel

Submit Additional Documentation

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To remove an unwanted attachment, click the 'Remove' link.
Once all attachments have been added, please click the 'Submit' button.
You must add at least one attachment.

Select a file to attach ×

Type

Description ×

Browse...

Save Cancel

Submit Cancel

Required



Authorized By
MCL 421.1 et seq.
Shaun Thomas
DIRECTOR

Mail Date: April 7, 2014
Letter ID: L0000047737
EAN: 2001306 000
Name: SUE'S EATERY

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LARA is an Equal Opportunity Employer/Program



UI TAX

2105301 000
THE PET SHOP
3024 W GRAND BLVD
DETROIT MI 48202-6024

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ACCOUNT ALERTS

⚠ Outstanding Balance: \$3,280.03



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View Benefit Charges & Credits

Quarterly Benefit Charges and Credits

Select a quarter to view the details of the applied benefit charges and credits.

THE PET SHOP

Filter

Quarter	Total
31-Dec-2012	1,448.00
30-Jun-2013	1,448.00
30-Sep-2015	1,507.00
31-Dec-2015	5,127.00
31-Mar-2016	3,620.00
30-Jun-2016	3,894.57
30-Sep-2016	3,215.97

7 Rows



View Benefit Charges & Credits

Summary of Statement of Benefit Charges and Credits

Select an SSN to view details or to file a protest against a particular week's charges.

Employer Name: SPARKS BAKERY UIA Employer Account No.: 2083902 000
Employer Address: 3024 W GRAND BLVD Quarter: 6/30/2016
DETROIT MI 48202-6024

CLAIMANT INFORMATION

Claimant SSN	Claimant Last Name	Claimant First Initial	Mail Date	LOC	Number of Items	Total
***-**-1111	ROOZEBOOM	S		000	2	519.84
Total for Operating Unit: 2083902 000					2	\$519.84



View Benefit Charges & Credits

Weekly Benefit Charges and Credits

Employer Name: SPARKS BAKERY UIA Employer Account No.: 2083902 000
Employer Address: 3024 W GRAND BLVD Quarter: 6/30/2016
DETROIT MI 48202-6024

STATEMENT OF UNEMPLOYMENT BENEFITS CHARGED OR CREDITED TO EMPLOYER'S ACCOUNT

[Filter](#)

Claimant SSN	Claimant Last Name	Claimant First Initial	LOC	Payment/ Adjustment Date	Cert Week End Date	Chg Typ	Claimant Earnings	Total	Action
***-**-1111	ROOZEBOOM	S	000	12-Apr-2016	02-Apr-2016		0.00	259.92	File Protest
***-**-1111	ROOZEBOOM	S	000	12-Apr-2016	09-Apr-2016		0.00	259.92	File Protest

2 Rows

Total for Unemployed Worker ***-**-1111 \$0.00 \$519.84

Cancel



View Benefit Charges & Credits

1136/1770 Benefit Protest

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To remove an unwanted attachment, click the red 'X' to the far right of the item in the attachment panel.

Once all attachments have been added, please click the 'Submit' button located to the upper or lower right.

Claimant Name ROOZEBOOM

Claimant SSN ***-**-1111

Week Ending 02-Apr-2016

Please select your reason for filing a protest.



Require

Cancel

Ability

Availability

Earned Income

Excess Earnings

Refusal of Suitable Work

Seeking Work

Issue regarding claimant ability

Issue regarding claimant availability

Remuneration issue regarding unreported earned income

Monetary issue regarding excess reported earnings

Issue regarding claimant refusing suitable work

Issue regarding claimant seeking work activities



Seeking Work Waiver



UI TAX

2105301 000
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ACCOUNT ALERTS

⚠ Outstanding Balance: \$3,280.03



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PERIODS RECENT ITEMS **ACCOUNT SERVICES** NAMES AND ADDRESSES

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Seeking Work Waiver

Home - My Accounts » Account: 2083902 000 » Seeking Work Waiver

[Help](#) [Log Off](#)

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[Cancel](#)

Request for Registration and Seeking Work Waiver (RSW)

Waiver of Registration for Work, Availability and Seeking Work Requirements under Section 28 (1)(a) is requested for the following employees on a temporary layoff, not to exceed 45 days.

UIA Account Number: 2083902

Multi-Unit Number

Last Day Worked

Back to Work Date

Required

If this waiver request covers all employees laid off on the Last Date Worked entered above, press **Submit**.

If this waiver request is limited to employees working at a specific location, please enter the name of the location below. Only employees laid off from this specific location will be waived from registration for work, availability, and seeking work. All other employees laid off on that date will be required to register for work, be available for work, and seeking work.

Work Location of specific waived employees

[Submit](#)

[Cancel](#)



Michigan
Talent Investment Agency
Department of Talent and Economic Development

Administrative Law Hearings, What to Know

APPEALS



Appeals

Protest Deadlines:

- A protest or appeal must be received by the UIA within 30 days of the date of mailing of the dispute Determination or Redetermination.
- The 30 days starts to run the day after the date of mailing, and every day counts, including weekends and holidays.
- If the 30th day is a weekend or holiday, the protest/appeal is due by the end of the next day that is not a weekend or holiday.



Appeals

ISSUE FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

Determinations and Decisions that are associated to your account are listed below. If you wish to file a protest or appeal, please click the applicable link under **Action**. Note that once a protest or appeal is filed, a new determination must be issued before the issue can be acted upon again.

Filter							
Sent	Letter ID	Issue/Decision Type	Claimant	Claimant SSN	Claim ID	Status	Action
04/19/2016	L0029301677	Monetary (Re)Determination	JUDY DEVRIES	***_**-1111		Determination Issued	File Protest
04/19/2016		Misconduct - Poor Attendance	JUDY DEVRIES	***_**-1111		Issue Closed, Level 1	File Protest
04/19/2016	L0029301201	Monetary (Re)Determination	KRISTINE SPARKS	***_**-1111		Determination Issued	File Protest
04/19/2016	L0029301539	Monetary (Re)Determination	RITA MILLER	***_**-1111		Determination Issued	File Protest
04/19/2016	L0029301594	Monetary (Re)Determination	RITA MILLER	***_**-1111		Determination Issued	File Protest
04/19/2016		Voluntary Quit - Personal Reasons	STEVE SPARKS	***_**-1111		Issue Closed, Level 1	Not Adversely Affected
04/19/2016	L0029301428	Monetary (Re)Determination	STEVE SPARKS	***_**-1111		Determination Issued	File Protest
		Misconduct - Poor Attendance	SUSAN ROOZEBOOM	***_**-1111		Pending Fact Finding - Add Additional Docs?	In Progress
04/19/2016	L0029301242	Monetary (Re)Determination	SUSAN ROOZEBOOM	***_**-1111		Determination Issued	File Protest

9 Rows



Appeals

Attachments

Add

Submit

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Due to our recent upgrades, correspondence details are only available for letters issued on or after October 1, 2013

File Nonmonetary Protest/Appeal

Attachment Instructions:

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Once all attachments have been added, please click the 'Submit' button located to the upper or lower right.

Letter ID	Not Available	Claimant Name	JUDY DEVRIES
Letter Sent	04/19/2016	Claimant SSN	***-**-1111

I wish to protest or appeal the (re)determination for the following reason(s). If you wish to attach supporting documentation, please see the instructions above.

Required

Submit

Cancel



Appeals

Why is it important to attend the Administrative Law Hearing?

- The Administrative Law hearing is a **de novo hearing**, meaning that none of the documents previously given to the UIA will be considered by the Administrative Law Judge (ALJ) in reaching his/her decision.
 - The ALJ takes **testimony** under oath.
 - The ALJ applies the **rules of evidence**, similar to the way they are applied in a court of law.
 - Each party gives direct testimony, and is subject to cross-examination.
- If the appealing party does not appear at the hearing, the appeal will be dismissed for “lack of prosecution.”
- If the party with the burden of proof does not appear at the hearing, the appeal could only be won if the other party makes a “mea culpa” statement.
- If the party with the burden of proof makes certain statements to meet that burden, the opposing party would wish to be present to respond to those statements, and to cross-examine those statements.



Appeals

What happens at an Administrative Law Judge Hearing?

- The ALJ determines whether he/she has legal authority (called “jurisdiction”) to hear the case. For example, if the appeal to the ALJ was late, the ALJ lacks authority to hear the case.
- The ALJ decides what issue(s) are before him/her for consideration. Generally, the issues are defined by the UIA in the Determination they issue.
- The claimant and employer present *information*, to the ALJ. They do this in the form of statements, under oath, at the hearing (called testimony”) or in the form of documents supported by testimony, and in the form of answers to questions of the other party (called “cross-examining”)
- The ALJ considers all the information and determines what is reliable and credible and what is not, and makes “findings of facts”.
- The ALJ cites the Section of the *Michigan Employment Security Act* that applies to the case.
- The ALJ decides whether the party with the burden of proof has won their case by meeting that burden by a **preponderance of the evidence**.



Michigan
Talent Investment Agency
Department of Talent and Economic Development



Assistance is available, toll-free:
1-800-638-3994 and choose menu Item 2.



How Employers Can Help Prevent UI Fraud

- Verify each worker's earned income on Form UIA 1136, Bi-Weekly Statement of Charges/Credits to the Employer's Account.
- Review Form UIA 1770, Summary of Statement of Benefit Charges and Credits
- Immediately protest the *Monetary Determination* or the *Bi-Weekly Statement of Charges/Credits to the Employer's Account*.
- Have the victim report the fraudulent activity immediately as well.
- Report fraud on-line on the MIWAM sign-in page or by calling the UIA Fraud hotline at 1-855-UI-CRIME.



Reporting Fraud - MiWAM

≡ Home



LOG IN TO MIWAM

Please provide the username and password for your web account with the Unemployment Insurance Agency

Username

Required

Password

Required

Sign In



ONLINE SERVICES FOR EMPLOYERS

[Register A Business](#)

[Sign Up for an Employer / Service Provider MiWAM Account](#)

[Lost/Never Received Authorization Code](#)

[Forgot your Username?](#)

[Forgot your Password?](#)



ONLINE SERVICES FOR CLAIMANTS

[File a New Claim](#)

[Find a Saved Claim](#)

[Sign Up for a Claimant MiWAM Account](#)

[Having trouble logging in? \(Forgot password?\)](#)

[Verify Identity](#)



OTHER ONLINE SERVICES



[Report Fraud](#)



Reporting Fraud – MiWAM Part 1

Home » **Fraud Referral**

Attachments

Add



Unemployment Insurance Agency Fraud Reporting Form

Your Information is important to us. All allegations of Unemployment Insurance (UI) fraud are taken seriously. Please take a moment to report suspected fraud involving Michigan's UI system. You may remain anonymous if you prefer.

Please include as much of the following information as possible.

Please provide name and address:

Name Used on Claim	<input type="text"/>	Country	USA
Address Line 1	<input type="text"/>		
Address Line 2	<input type="text"/>		
Unit Type	<input type="text"/>	Unit	<input type="text"/>
State / Province	MICHIGAN	ZIP	<input type="text"/>
Attention	<input type="text"/>	City	<input type="text"/>
		County	<input type="text"/>

When did the potential fraud occur?

Please provide the type of potential fraud:

Please describe below what has occurred that you believe constitutes fraud. Be sure to include the last 4 digits of the social security number or the Claim ID Number, or the Letter ID Number:

Required



Reporting Fraud – MiWAM Part 2

Is the potential fraud still occurring?

☐ Yes

☐ No

☐ Unknown

Please provide the name and address of employer(s) this claimant is performing services for:

[Add Employer](#)

Do you wish to remain anonymous?

☐ Yes

☐ No

Do you want to add an attachment?

☐ Yes

☐ No

You may also report your information by calling our toll-free fraud hotline at 1-855-UI-CRIME (842-7483)

Privacy:

State law prohibits the Unemployment Insurance Agency from disclosing information in its files regarding a claim for benefits, an employer's tax account, or information from an informant unless authorized or required by law.

For these reasons we will be unable to update you as to the outcome or progress of any referral received by this office.

Thank you for your assistance!

Submit

Cancel



How Employers Can Help Prevent UI Fraud

Establish a Strong Data Security Plan

- Protect your employees Personally Identifiable Information (PII)
- Do not use SSN or driver's license numbers to identify employees on internal documents or correspondence (including email). Use an alternate employee ID number.
- Limit access to personal information to those who need it to perform their job duties.
- Don't mail, email or fax correspondence to the UIA or other outside sources that includes personal identifying information. If you must send this information through email, encrypt it.
- Don't leave any PII in plain view in the work place.
- Don't share your MiWAM or any other web account credentials where PII is utilized.



Michigan
Talent Investment Agency
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How do I report unemployment fraud?

If you suspect that someone is committing unemployment insurance fraud, you can report it on the UIA web site: Michigan.gov/uia, or call the

Fraud Hotline at 1-855-UI-CRIME (842-7463).

You can either remain anonymous, or provide your name and other information.



www.michigan.gov/uia